



HQ Air Force Personnel Center



AFPC/DPPR Retirements/ Separations Division

May 04

**Lt Col Barry Beard
Chief, Retirements Branch**

AFPC



Force Shaping

Force Shaping

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- **Assumptions:**
 - **High Retention Will Continue**
 - **Economy Will Remain Uncertain**
- **Why It's Necessary:**
 - **To Fix Skill Mix Issues**
 - **Annual Cost Of Personnel Overages Is > \$1B**

Shaping Guiding Principles

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- **Return To Authorized End Strength**
- **Draw Down By AFSCs And Year Groups**
- **Don't Expect "Buy-out" Flexibility: "Draw Down" Authorities Have Expired**
- **Avoid RIF And SERB - This Is The Option Of Last Resort**

Force Shaping CSAF Initiatives (Examples)

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- **Expand PALACE CHASE**
- **Reinstate CJR Program**
- **Expand Service Commitment Waivers For Overage AFSCs**
- **Expand Voluntary And Non-Voluntary Enlisted Retraining**
- **Limit/Eliminate Officer Continuation**
- **Limit/Eliminate Recall Programs & HYT Extensions**
- **ROTC graduates commissioned directly into ARC**
- **DOS Rollback**
- **Blue to Green Transfer**

Shaping What You Can Do

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- Encourage The Right People To Serve
- Encourage The Right People To Separate/Retire
- For Civilians, Interns/Career Broadeners Can Fill Gaps And Shape The Work Force
- Advertise The Advantages Of Voluntary
- If Some Airmen Have Been On Station For A Decade, Energize Them With A PCS

Re-Training

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Retirements

Retirements

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Issues



- **AF Form 1160 (Retirement Application)**
- **Waiver Justification**
- **CST Retirement Process**
- **Dual Actions (Invol Seps vs Retirements)**

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Retirements

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Issues



- **Career Status Bonus (CSB)**
- **AFI 36-3203 (Draft Revision in coord)**
- **MilPDS Integration/Workarounds**
- **SAV Feedback**
- **Anecdotal**

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Separations

Separation on

AFPC

Issues



- **AF Form 780 (Officer Separation Request)**
 - **AFPC seeing trend of more errors on forms, MPF technicians need to use checklist on AFPC website**
- **Appellate Leave**
 - **Lot of confusion in field on this issue**
 - **All-Inclusive MPFM to be released shortly**
- **CST - Separations**
 - **Workshop conducted in Mar 04 at AFPC**
 - **Big changes coming to process; broader user of web applications--similar to "USAA model"**

Separation on

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Issues



- **DD Form 214**
 - **Most mistakes due to inattention to detail**
- **Involuntary Officer Separations**
 - **Need to ensure all actions are completed at base-level prior to forward through channels**

Retirement and Separation Issues

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Things AFPC needs your help on!

1. Check MilPDS first; this will reduce the workload on all parties
2. We prefer your techs call us rather than the customers if you've exhausted all avenues to answer their questions—much too frequently
3. Check the AFI! If the MPF technician still can't answer the question, then give us a call!
4. Attention to detail is key; make sure techs carefully review documents before sending to AFPC—eliminates errors and saves time



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QUESTIONS?

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